THE NEWS BULLETIN

OF THE

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS
OF CANADA

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Proceedings, Twenty-Sixth Annual Meeting

Niagara Falls, Ontario, February 10, 11, 12, 1939

An Annual Meeting of the National Council is a mixture of several elements or a stream of many currents. It is a business meeting in which directors and staff give account of their stewardship to their shareholders. It is a planning conference where policies and programme are appraised and decided on. It is a thermometer in the mouth of a movement or a mirror in its hand. It is an informal education for its members in Association purposes and methods. It is a gathering and reunion of friends. In its recognition of fundamental spiritual values and its planning and striving to make them effective, it is an experience in religious worship.

THE PRESIDENT ELECT

SIGNIFICANT STATEMENTS

- **The Year Appraised**
- **The New Task**
- **Youth Employment in the United States**
- **Youth Employment in Canada**
- **Stabilization and Advance**
- **Meditations**

RECOMMENDATIONS TO ASSOCIATIONS

INSTRUCTIONS TO THE COUNCIL

RESOLUTIONS TO GOVERNMENT

PERSONNEL—OFFICERS, COMMITTEES, MEMBERS

FINANCES—BUDGET, ASSOCIATION ALLOTMENTS

- **National Council**
- **World Service**

COMING EVENTS

"To keep alive in youth a sense of their dignity as spiritual beings, to awaken their faith in God as the source of their human faculties and potentialities, to point them to Christ as the pioneer of life at its best, and to do all of this through proved methods which youth can understand, this is the business of the Y.M.C.A."—EUGENE E. BARNETT.

Significant Statements

Several Significant Statements were made during the Twenty-Sixth Annual Meeting of the National Council. Summary and Excerpts are given here on:

THE YEAR APPRAISED — THE NEW TASK
YOUTH EMPLOYMENT IN THE UNITED STATES
YOUTH EMPLOYMENT IN CANADA
STABILIZATION AND ADVANCE — MEDITATIONS

THE YEAR APPRAISED—REVIEW OF THE ANNUAL REPORT

R. E. G. DAVIS, National Council Staff

THERE are world crisis facts which have had very real effect on our Canadian Y.M.C.A. policies.

There was in 1938 a better financial condition, as indicated in National Council and World Service receipts.

Changes in secretarial and lay leadership have meant substantial reorganization in the Council, and while the result in the future will likely be effective, it has meant some slowing down during the year.

There has been advance, as evidenced in the Vancouver and Sudbury building fund campaigns and considerable rehabilitation in other centres. But there are two problems: the establishment of new centres and reopening of old ones; and the debt problem involving interest charges of $58,000 a year now carried by Canadian Associations.

Some substantial personnel gains were made during the year: first in the quality of new men recruited, and second in secretarial compensation, where a gain was made over last year. There are here two problems: the need of some superior men especially in the field of physical education, and a need for giving more thought to the economic situation of our non-secretarial employees.

Three points to which the National Council seems, according to the report, to be directing its attention are:

1. The plight of young people to-day. The Y.M.C.A.'s have done many significant things, yet we need to be more active in working out and more vocal in suggesting solutions.
2. The civic training of young people is occupying a good deal of attention. There is a sentiment toward turning this function over to government or military groups. We ought not only to be alert to the problems which these ideas involve, but also we should see to it that something be undertaken by us in co-operation with other agencies more comprehensive and more ingenious than ever before.
3. There is finally the need of youth for a more positive and compelling religious message.

THE NEW TASK

R. S. HOSKING, General Secretary

PRESENT for the first time in his official capacity at an Annual Meeting of the Council, Mr. Hosking was tendered a dinner of welcome over which the President of the Council, Mr. Russell T. Kelley, was master of ceremonies. On behalf of various sections and groups, welcome and good wishes were extended by Messrs. Bauckham of Toronto, Connor of Ottawa, Marshall of Peterborough, Kirkpatrick of Galt, McDougall of Vancouver, Willet of Saint John, and Statten of Toronto. Some of the points in Mr. Hosking's reply dealing with his new task follow.

There is not as much difference as one might think between the former position as Judge of a Family Relations Court and the new responsibility. The developing of good human relationships is also the field of the Association. It is the field in which Jesus spent a great deal of his time. The Kingdom of God is a great family in which all men live as brothers under the Fatherhood of God and love is the supreme law. The title is different but the task is the same.

The tour of visits to the Associations last fall was a great privilege. It gave a new grasp and a new revelation, and it brought a new realization that confederation in our country is not yet achieved. Our National Council has an evident opportunity for building unity and solidarity. A sense of mission lies here.

High tribute must be paid to the Associations which have stood up through a most trying experience of economic depression. The doors have been kept open and young people have been served continuously. Such heroism puts heart into us all.

The large number and high quality of lay leaders taking responsibility in Association work is impressive. A movement which can attract such attention and maintain such loyalty must have great vitality. Nevertheless each Association might well give continuous attention to evaluating the personnel of its Board of Directors to make sure that the community in which it exists is widely and adequately represented.

A growing sense of responsibility toward the whole community, and an increasing co-operation with other social agencies in facing community problems are apparent in our movement. Recent years have seen an influx of women and girls into our buildings and to some extent into our programme.

Need is increasing for extension of the Association into communities which are not now being served. We need a substantial "missionary fund" which would permit the support of secretaries in new centres for periods long enough so that they might establish strong indigenous Associations.

There is a great concern for the religious values in the Association programme. Religious values are elusive in a sound but many-sided programme in the field of human relationships. It is not always possible for a movement to express its religious objectives and methods formally and in detail, any more than it is possible for an individual to put the religious experience of his life into a formal creed. The word "allegiance" has more significance than the word "creed" for youth, and we can well recognize this in our religious challenge.

We must have great sympathy with youth to-day in a hard world. The Association must continue to help young people to aspire to and achieve the Christian way of living. In this has been and will be the vitality of our movement.

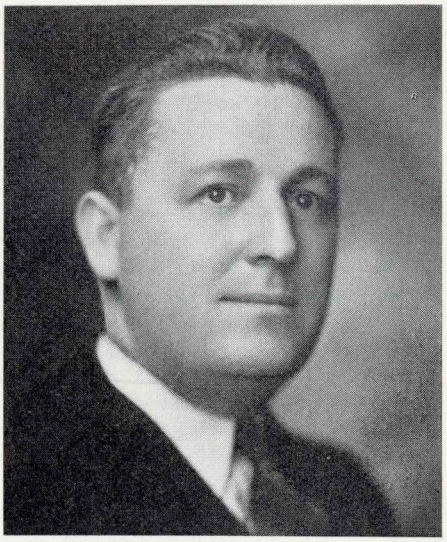
Our President

SIDNEY EARLE SMITH, B.A., M.A., LL.D., was born at Port Hood, Cape Breton, Nova Scotia, 1897. He was educated at Port Hood Academy, King's College, and Dalhousie University, in Nova Scotia, and at Harvard University.

He served Overseas with the Ninth Canadian Siege Battery from 1916 to 1918, and with the Royal Flying Corps from 1918 to 1919.

President Smith has been lecturer at Dalhousie Law School, lecturer at Osgoode Hall, and Dean of the Dalhousie Law School. He became President of the University of Manitoba in 1934. President Smith has had a long and close relationship with the Y.M.C.A.; he is a past-President of the Halifax Association and is now a member of the Board of Directors of the Winnipeg Association. He brings to the National Council an intimate knowledge of the Association from the layman's point of view, a breadth of vision in national affairs, a concern for youth in its struggle to find richness of life in difficult days, and great personal gifts for friendship and leadership. We are fortunate in having Sidney Smith as President of the National Council.

A Message from Our President



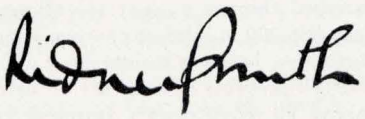
THE sense of honour that I experienced when I was offered the Presidency of The National Council was quickly smothered by a sense of responsibility. The deeper our conviction is with respect to the importance and value for Canada of the Y.M.C.A., the greater must be our obligation to give of our best, individually and co-operatively, for the accomplishment of the objectives of the institution.

Canadians have been much concerned with the pushing forward of physical frontiers, and the development and exploitation of natural resources. It cannot be gainsaid that, as a consequence, we have lost sight, at times, of cultural and spiritual values. Moreover, there is, during these discordant days, in economic, social, national, and international affairs, an urgent need for transferring the emphasis from the consideration of material things to the restatement, in the light of modern conditions, of the ideals of beauty and truth.

Dictators, for whom we have little admiration, have read us an old lesson that we should learn anew. It is that to-morrow's strength of a nation is to be found in to-day's youth. The young people of totalitarian countries, imbued with the ideals of national regeneration as personified by an idol known as The State, are ready to sacrifice their very lives. Must we admit that Canadian youth cannot be rallied to a higher cause? Cannot Canadian youth be recruited for the search of the Holy Grail? In that quest, will not the inspiration and vision of Canadian youth be comparable to the fervour and devotion of their contemporaries in the lands of the dictators? Herein is the challenge to the Y.M.C.A.

The most dangerous and the most insidious battalions arrayed against Christianity are not marching under the banner of Antichrist; they are composed of people who are basking in the respectability of membership in Christian churches and Christian organizations, such as the Y.M.C.A.

At the beginning of another year in the Y.M.C.A., under a new General Secretary, who is talented and experienced, we, its leaders, should examine ourselves with a view to ascertaining if we are suffering from the destructive blight of neutral insipidity. The Y.M.C.A. will not command the loyalty of the boys and young men of Canada to the ideals of Christian manhood if its leaders are not energized by a belief in those ideals, and stabilized by a confidence in its mission. We must consider and promote physical, recreational, social, and educational activities. These are essential factors in the Y.M.C.A.'s programmes, but they are not ends in themselves. They must be treated only as means for developing healthy, energetic, and resourceful Canadian boys and young men who will be guided by wisdom and inspired by Christian ideals.



YOUTH EMPLOYMENT IN THE UNITED STATES

J. EDWARD SPROUL, Executive for Programme,
National Council of United States Y.M.C.A.

IN the United States we have been going through much the same situation as you are now in Canada, with group life vastly increasing at the same time as we were experiencing financial stringency. During this time Association programmes were enriched. New relationships with other social agencies have developed resulting in closer community planning. New attention is being given to the rehabilitation of Association buildings, largely perhaps because of the increase in the beauty and convenience of other community and commercial buildings. There is increasing Association interest and concern in social security—we employ thousands of non-professional workers,—as benefits under our legislation are to be extended to employees of non-profit organizations. We are interested in the preservation of civil liberties and of democratic forms of life within our country, and we are concerned about international situations.

It is young people who must pay the price. The nation is puzzled but keenly alive to the whole youth problem. In such a discussion one usually refers to employment and the economic phases of the problem only. This is a narrower range of the problem. The problem is not a disturbance on the surface of life to be solved with a few tricks; it is serious—made so by a war which never did stop on its economic side—trade barriers and economic pressures are still standing.

We are living in a time when the whole capitalistic system has slowed down. It thrives only in acceleration of business and commerce. We have seen a slowing down and at some points a stopping. We are now reaching a stabilization of the population level. Our business has not advanced—only inventive enterprise has forged ahead. Several examples are easy to point out. The number of jobs has risen very much more slowly than has the population. We are facing the possibility of even more dislocation. Thus unemployment among young people will not be solved by a surface adjustment.

From a study report, "Men Without Work" (Pilgrim Trust, England), two new terms have arisen—*Industrial unemployment*, people who are fully able but cannot find work; and *Residual unemployment*, people who fail to find work because of something within themselves, even though work exists. The amount of residual unemployment is very high amongst young people, because through lack of work and the development of work habits they have begun to think of themselves as unable to work—or uninterested in work. A sense of independence seems to be lacking amongst young people.

There are various attacks upon the problem in the United States.

(1) The *C.C.C.* (Civilian Conservation Corps) will continue until 1940. It is operated by four Governmental Departments—the War Department manages the camps, the Labour Department selects men, and the Interior and Agriculture Departments find work projects. The work is mainly out of doors. Physical and moral factors are maintained. General and specific job-training is attempted. Where leaders have been good they have been able to develop relationships with nearby industries and farm leaders to a fine degree of effectiveness. Enrolment is about 400,000; 65% are 16, 17 and 18 years of age (8th, 9th and 10th school grades). This is probably the most acceptable of the relief measures. Another move is now being made to introduce military training. This will probably be resisted again by the President. Military training in these camps would be a step backward.

(2) *Apprentice Training Programme.* A sudden expansion of industry would to-day find a lack of apprentices. A shortage of skilled workers was experienced in some places, even at the time of greatest depression. The Department of Labour now continues this

job, with a voluntary commission from trades, schools and the Department of Labour.

(3) *Placement and Guidance Programme of the National Youth Administration.* Eighty-four counsellors of young people, 101 cities, have persons competent to guide young people in finding work; 123,000 jobs have been found; 75,000 employers have been visited. The radio has been well used.

(4) *Work Programme of National Youth Administration* takes care of about 200,000 young people at one time on jobs. Jobs are thought up by all sorts of people and in all sorts of work.

(5) *Student Aid Programme of National Youth Administration* maintains young people in school or college—$15.00 per month for college, $35.00 for graduate work, etc.—sufficient to keep young people in school; 87,969 are being helped.

(6) *Young People Unaffiliated with Anybody.* Seventy-five percent of young people were found to be unorganized in one State. Voluntary clubs were organized by these people themselves to help maintain morale.

(7) *Long-time Modification of Educational Plans* in connection with schools. This is especially noticeable in the secondary schools which are being studied to see what needs to be done to improve the curriculum and make better preparation for modern living. The Secondary Schools may need to be extended two years, not for Junior College work but for something closer to the actual problems of living.

(8) *Organizations like the Y.M.C.A.* have tried to help in the solution of the problem. In Boston 650 young men were actually assisted by the Association.

(9) *The American Youth Commission*—a combination arising out of the colleges issued a printed report of their study.

In summary:

1. Youth Unemployment is all one with the total problem of unemployment.
2. If we are to work on any problem we must distinguish between "industrial" and "residual" unemployment.
3. In many communities standards of living and working will need to be readjusted.
4. Y.M.C.A. leaders will need to help in making good public plans.
5. The Y.M.C.A. as an organization should set itself to doing *its own* distinctive work in the field.

YOUTH EMPLOYMENT IN CANADA

KENNETH WOODSWORTH, Co-Secretary, Canadian Youth Congress

WE have heard from childhood that "Canada is a land of Opportunity"—"It is a land rich in resources, many of them still untapped"—"Canada is a land of youth," and the guiding spirit in Canada's development has been a youthful one, even when expressed by older men and women. These dreams are still held by young people.

Present realities, however, modify the picture.

1. The number of those employed is now larger than in 1929, yet the number of unemployed is also larger. In 1926, in five of our largest cities, only one out of five was on relief, out of some 67,000 unemployed. In 1936 there were approximately 400,000 young people in Canada who were not gainfully employed, including young farm people who work but are not paid. The number of non-resident migrant unemployed young people is now near the 100,000 mark. Most of these are of Anglo-Saxon origin.

2. Large numbers of city and farm young people are coming out of school annually and finding no employment—from 10% to 16% fail to be absorbed.

3. Large numbers live on the verge of unemployment. They are on very low pay, or their jobs are irregular or insecure.

4. At the present time a survey is being made of the transient unemployed situation. A few facts are already known. A large number have travelled from coast to coast five or six times looking for work. They lack community facilities and group experience, and are fast falling into the "residual unemployed" class, referred to by Mr. Sproul. Many of those who do not travel are similarly affected, as they tend to get discouraged and give up the struggle. There is good evidence that there are many more of these than the registered figures would show. A large number, perhaps fifty per-cent, are either physically or morally unfit for employment. It was found in British Columbia that a large percentage were physically unfit for the government's programme of recreation.

5. The question of crime amongst young people is a serious one.

6. The question of delayed marriage is of paramount importance as was pointed out in the study made by the Ontario Young Men's Council a few years ago and published under the title "Youth's Eye View of Marriage."

There is a tremendous amount of cynicism about their place in our present economy among young people and yet on the whole they are not demoralized. There is still optimism and still loyalty to the traditions of democracy and our governmental method.

They are doing as much as possible in some areas to meet the problems in their own communities. They are conducting surveys, and they are assisting the government by various carefully considered recommendations.

Young people must take an active and leading part in the formation of programmes in solution of the youth problem.

Local communities should be responsive and active in supporting, and taking advantage of the government's efforts to solve the problem of unemployment amongst young people.

STABILIZATION AND ADVANCE

E. E. BARNETT, International Board of Y.M.C.A.

UNDERNEATH the expansion and development of our World Service before 1928 was a financial support largely contributed by a small number of individuals. Then came recognition of the necessity for broadening the base of support, and it is being done. But there is an accumulation of indebtedness incurred in those former years of expansion which has to be faced. It amounts to $1,800,000. The services of Mr. J. W. Beaton have been very generously placed at the disposal of the Board, as general director of a refinancing campaign, by the Montreal Association, and a plan for liquidating the indebtedness has been worked out.

The plan provides for concentrating on about 100 Associations and 1,000 individuals. A steering committee has been formed and a general committee of one hundred. The general plan includes three objectives: the rehabilitation of local Associations, of the National Council of the United States, and of the International Board.

C. A. SCHELL, National Council Staff

From 1938 reports we learn that 44 Canadian Associations have a total indebtedness amounting to $1,300,000, of which $340,000 accrued through current operations. Annually these Associations pay $58,000 in interest charges, which sum is lost from programme activities, building maintenance and staff stabilization. This debt burden prevents expenditure on necessary expansion projects; and, above all, constitutes a future hazard. In the event of another

major depression, some Associations could not survive because of the extra debt load.

W. J. CAIRNS, Montreal,

Chairman, Canadian World Service Committee

For too long the Y.M.C.A.'s have not been courageous enough at this point of debt and advance. We have experience with youth which merits our assumption that the Y.M.C.A. has a place of leadership, but we must be rid of the shackles of debt. It is easy to talk of a favourable time—there is no most favourable time excepting the time when it needs to be done. Here is a thing to be done—let's get at it.

MEDITATIONS

PROFESSOR J. O. WATTS, Kingston

WHAT has youth a right to expect from middle age? Weariness one expects of age, bewilderment of youth; but age now is both bewildered and weary. Think of the Revelation of John—of the aged prophet blind and deaf and yet with a vital message for youth. It is a message of encouragement and attainment. Youth to-day, in contrast, has been up against a leadership which is weary rather than winsome. John gives a picture of the things he wants the elders to exemplify. There is first, *serenity*—no man is fit to be a leader who easily gets the jitters; there must be a rock-like foundation that gives poise. There is second, *security*—an assurance of the outcome; the Christian man must convey the message that the odds are with God. The third is a sense of *vision*—we have given youth too materialistic a view; there must be an inheritance undefiled and incorruptible. If old men will dream dreams, young men will realize visions. Fourth, there must be a *radiance* communicated from age to youth—youth wistful with lack of direction and of assurance of victory. Thus our young people have the right to expect from us the heritage of a certain poise, a definite security, a sense of vision, and the radiance of assured victory.

The meditative man is incomplete. Incomplete also is the man of action only. Keep well defined ideals; and yet work in life as life is. We in the Association talk about a body and a soul together—the world based on a dual purpose that is a unity. We have no right to keep our hands clean in the sense of keeping away from the common human side of life. We must make our practices of business and of brotherhood a certain unity. Life is never complete unless it is examined in detail. Yet in evaluating one must stand off from the detail and get a balance. There must be a balance between the seer and the man of action. If we are to express the mind of Jesus we must bring together the two parts of the duality—one who *loved* us and *gave* himself for us. Two things must go together: He that was and is to come, and He that is. The body a willing servant of the soul, the material an instrument for the spiritual.

RECOMMENDATIONS (*See next column*).

ADMINISTRATION

Put into use immediately the *actual record forms* on which Year Book reports are based.

Study the condition of buildings and equipment with a view to making financial provision without delay for necessary rehabilitation.

Take official action on the amount of Association subscription to the Council, *notify the National office* not later than the month of May, and *make monthly payments.*

Recommendations to Associations

Recommendations summarized below were made to Associations on:

SERVICE WITH YOUNG MEN — PHYSICAL EDUCATION
SERVICE WITH BOYS — WORLD SERVICE
ADMINISTRATION

SERVICE WITH YOUNG MEN

ORGANIZE by Boards of Directors special committees to study and advocate ways and means of *youth training and employment* in their communities and in the country at large. The programme of such a committee might be to:

Know the actual situation;
Devise plans to meet it;
Secure influential support for the plans;
Press for effective immediate action;
Keep pressing.

In service with young men *be guided by a definitely formulated policy.* (Ten detailed suggestions for such a policy are included in this recommendation, see page 12.)

Provide for and encourage the *election of responsible young men* of the ages of, and representing, young men's sections or departments or programme councils or cabinets, to the board of directors or committee of management.

In planning programme activities, recognize the urgent necessity to-day for young men to *study public affairs* under competent leadership and Christian auspices.

Encourage and assist young men to attend the *Canadian Institute on Economics and Politics* held under Association auspices at Lake Couchiching.

For group discussion and study utilize the Report of the Third World Youth Congress including the Vassar Peace Pact.

Have at least one club with a definite service motive and with a programme of study and action on personal and social problems, for young men between the ages of eighteen and twenty-four.

Appoint young men to *inter-Association Young Men's Councils* and encourage them with staff counsel and co-operation so that the activities of such Councils may contribute to the year-round work of the Associations.

Through staff and the committee responsible for service with young men, and in co-operation with other Associations, give a major place in planning yearly programme to the promotion of *inter-Association youth conferences.*

Recognize local Youth Councils as a medium for co-operation with youth and youth movements in the promotion of the interests of all youth, particularly of peace and social justice.

Explore the possibilities of being represented at the *World Conference of Christian Youth* at Amsterdam, July 24th to August 2nd, 1939, and make nominations as early as possible to the National Young Men's Committee.

SERVICE WITH BOYS

In *Boys' Work* provide for committee service, a group work policy, mature volunteer leaders, professional staff that meets National Council personnel standards, organization that recognizes both specialization and unity in the Association, social education through experience, co-operation with other agencies, a Hi-Y Club in each

high school, adequate summer programme, and continuous evaluation. (This recommendation is presented in detail as a "Decalogue of Boys' Work," see page 12.)

PHYSICAL EDUCATION

In developing policies and programmes by Programme Committees and Club Executives *take full advantage of the services and experience* which Physical Education Committees can put at their disposal, in order that the best possibilities and necessary precautions known to physical education may be provided for.

Physical Education Committees give careful study to *methods of encouragement and assistance* to the various interest groups within the department so that they may become self-governing units. Physical Education Committees seek to *become co-ordinating and assisting committees* except in the initial stages of interest group formation.

With a view to developing a national policy, keep the Council posted on progress in Association communities regarding campaigns for *physical fitness.*

In the interest of better statistics *keep records* in the physical department *strictly in accordance with the approved year book system,* and, further, report them to the National Council office every three months.

WORLD SERVICE

Each Association and *each Secretary* have a share in 1939 in our World Service investment.

General Secretaries give travelling secretaries for World Service and secretaries on furlough every *facility for making personal calls* with directors on prospective givers, in addition to occasions for making speeches.

Plan a *monthly meeting* of World Service Committee.

Send at least six brief but pointed letters containing latest news from the fields, prepared by World Service committee, to their constituency each year, thus aiding in *educating prospective givers* with the latest accurate and inspiring information.

Carry on definite education in giving to World Service *in Boys' Departments.*

Urge Y's Men's Clubs, Phalanx Fraternities, Hi-Y and other groups to carry on some educational work for World Service looking toward a *definite financial objective* as a club project.

Make monthly remittances of World Service funds to the National office.

PILOT BEAM

The good pilot in the air depends upon instruments as much as he depends upon vision.

The good pilot on the ground leading persons or guiding an organization among problems of human welfare, needs instruments too. There are such instruments—to arouse attention and to indicate currents and pressures in the social weather.

Two of them can be had free for the asking. One is a social-pressure indicator called "The Problem of the Non-Resident and Migrant"—20 pages. The other is a direction-indicator called "Wayfarers Perforce"—40 pages. Both are published by the Canadian Welfare Council, Council House, Ottawa.

Instructions to the Council

The Council was instructed to take action on the following:

Stabilization and Advance	Transportation Field
Youth Employment	Administration
Service With Boys	Public Affairs Committee
Physical Education	Annual Meeting
	Centennial

STABILIZATION AND ADVANCE

THE Council endorses the project of the International Committee to reduce financing charges and release funds for World Service work by raising $1,800,000 to retire accumulated deficits.

Agrees that Canada's share should be arrived at by discussion but that it will probably approximate $100,000.

Members of the National Council and staff should make reasonable portions of time available to assist local Associations if and when they are ready to act.

Believes that, as is planned in the United States, there might be coupled with this effort objectives to retire portions of local indebtedness and to provide for national financial needs, particularly in the area of extension.

Therefore, the General Executive should *proceed with plans to the above ends* in co-operation with the International Committee and with local Canadian Associations.

YOUTH EMPLOYMENT

Restudy proposals by the Young Men's Committee for the establishment by the government of "work centres," and develop proposals for solution of the whole problem of youth employment in which "work centres," camps and other projects will be seen as *parts of a comprehensive plan.* (See page 11.)

When proposals are formulated, *present them vigorously* by personal appearance before responsible authorities and place no dependence on formal resolutions forwarded by mail.

Act without delay.

SERVICE WITH BOYS

Place major emphasis in 1939 on:

Strengthening Boys' Work Committee service nationally and locally.

Stimulating, and where possible sharing in, *conferences for older boys,* especially Hi-Y, maintaining these now conducted annually and adding one in the Maritimes in 1939 with the hope of a series across Canada in the spring of 1940.

Studying and *evaluating camps* and camping practices.

Developing materials on "Programme Ideas That Have Worked" and a "Manual for Leaders."

PHYSICAL EDUCATION

Executive and staff keep in close touch with the development of public opinion and any proposals or organized movement for a *National Physical Fitness Campaign,* and keep Associations well informed.

Physical Education Committee formulate a *graded programme of physical education for boys.*

Organize quarterly reports from physical departments so that they will be useful for every Association.

TRANSPORTATION FIELD

Through the Transportation Committee *implement the recommendations* of the Twenty-first Triennial International Y.M.C.A. Transportation Conference in Canadian Railway Young Men's Christian Associations. These have to do with effective programme including responsible citizenship, personal living in modern society, Christian solutions to problems facing the transportation industry, religious work, with personnel and with membership.

ADMINISTRATION

Undertake a comprehensive *study of current membership situation* and practices, including a study of Association membership policies regarding boys in the light of our responsibility for neighbourhood as well as for building groups.

Take such steps as may progressively and speedily *extend the Association* at all unoccupied centres.

PUBLIC AFFAIRS COMMITTEE

The last previous Annual Meeting authorized the formation of a standing committee on Public Affairs.

Mr. Bauckham reported for this committee recommending that its general lines be:

1. To advise the National Council Executive and local Associations with regard to good policy in dealing with specific public questions;
2. To develop a policy and procedure which would relate the Association significantly to issues of public concern;
3. To arouse and direct the interest of local Associations in public affairs;

and that the committee should be small and chosen with less concern for regional representation than for special ability. It should include both accepted Y.M.C.A. leaders and recognized specialists in such fields as religion, sociology, economics and political science.

This was accepted as a report of progress and approved.

ANNUAL MEETING

Provide place in programme of *Next Annual Meeting* for report on disposition of this year's recommendations.

CENTENNIAL

General Executive begin now to prepare for Canadian observance of the *Centennial of the Association* in 1944.

Resolutions

Some important resolutions were adopted on:

Death of His Holiness Pope Pius XI
Government Measures for Youth Training and Employment:
Extension of Term for Youth Training
A Youth Administration
A Survey of Occupational Trends

DEATH OF HIS HOLINESS POPE PIUS XI

THE Council learns with regret of the death of His Holiness Pope Pius XI and expresses its appreciation of his high and consistent exposition of Christian principles and his constant efforts to further the cause of world peace.

EXTENSION OF TERM OF DOMINION-PROVINCIAL YOUTH TRAINING

The Council learns with pleasure and expresses its appreciation of the announcement made recently that appropriations for Dominion-Provincial Youth Training have been placed on a *three-year basis*, thus providing for longer range planning than heretofore.

FOR A NATIONAL YOUTH ADMINISTRATION

The youth of Canada are more valuable than all material interests. The health, education, employment, marriage and citizenship of our youth are matters of fundamental importance to our national life.

We desire for all youth, without regard to creed, colour, origin or social or economic status, equal opportunity to train for and to occupy fully their rightful places of service and responsibility in the community.

We believe, therefore, that a *Dominion Youth Bureau* should be established which would be responsible and competent for:

(a) Formulation and recommendation to Dominion and Provincial Governments, and where appropriate, administration, of policies on behalf of the protection and development of youth;

(b) Continuous research into the needs of youth in all sections of Canada with reference to health, education, employment, marriage, crime and its prevention and cure, and other matters affecting their welfare;

(c) Advice in the selection and participation in the supervision of projects under such federal grants as may be made from time to time for youth projects under provincial administration;

(d) The gathering of data systematically from the operations of all such projects with a view to evaluating their quality, and developing high standards of efficiency.

Such a Bureau or Administration could seek and secure co-operation through the formation of national and local or sectional advisory boards which could include representatives of commercial, industrial and financial associations, educational authorities, religious bodies, social service agencies, trade unions and agricultural groups, and youth organizations.

Such a Bureau should be directed by permanent officials, free of what is commonly called political control, and staffed by personnel of civil service qualifications.

STUDY OF OCCUPATIONAL TRENDS

It is the opinion of many qualified authorities that young persons are being educated for occupations which are already overcrowded, and conversely, training is not being provided for occupations which need an increasing number of workers.

There is no factual information in Canada on this important matter, and no agency private or public which undertakes to collect and supply this information.

It would be uneconomical to proceed further with any scheme of vocational training on the part of public or private agencies without a knowledge of the actual facts of the situation.

In the opinion of this Council, therefore, the Federal and Provincial Governments should make a thorough *survey of employment opportunities* for young persons in Canada, and in so far as possible, of the *trends of industry* as they are affected by inventions and technical and mechanical improvements, and their relation to future demands and opportunities for employment. Such information

might then be the basis of such further efforts of government in behalf of youth as may seem necessary, and would be of great help to all those responsible for planning and providing vocational training for young people, and to young people themselves in making vocational choice.

VOLUNTARY WORK CENTRES

A resolution was introduced by the Young Men's Committee proposing the establishment by the government of voluntary work centres in outdoor environment under civilian administration. After a lengthy and spirited discussion the proposal was referred back to the Committee for further study and redrafting, to include proposals for the whole problem of youth employment in which work centres will be seen as part of a comprehensive plan. (See page 11.)

Personnel of the Council

OFFICERS OF THE COUNCIL FOR 1939:

Honorary President	John A. Tory, Toronto
Honorary Vice-President	W. J. Lind, Toronto
Honorary Vice-President	R. F. McWilliams, Winnipeg
Honorary Vice-President	Dr. W. A. Thomson, Regina
President	Dr. Sidney E. Smith, Winnipeg
Vice-President	Dr. J. A. Clark, Charlottetown
Vice-President	G. E. H. Smith, Edmonton
Treasurer	W. J. Hastie, Toronto
General Secretary	R. S. Hosking, Toronto

CHAIRMEN OF COMMITTEES:

Administration and Extension	L. L. Grabill, Toronto
Boys' Work	Taylor Statten, Toronto
Executive and Officers'	H. R. Frost, Toronto
Geneva Park Property	J. M. Booth, Toronto
Institute on Economics and Politics	Dr. Malcolm W. Wallace, Toronto
Personnel Services	To be appointed
Physical Education	To be appointed
Public Affairs	To be appointed.
Transportation	H. J. Humphrey, Toronto
World Service	W. J. Cairns, Montreal
Young Men's	Joseph McCulley, Newmarket

REPRESENTATIVE MEMBERS APPOINTED BY ASSOCIATIONS:

Acton, Ont.	George Mason
Allandale, Ont.	
Belleville, Ont.	F. Russell Wotten
Brandon, Man.	A. C. Pearson
Brantford, Ont.	R. W. Roberts
Cobalt, Ont.	
Calgary, Alta.	M. L. Brown and H. E. Howard
Capreol, Ont.	A. P. Dixson
Chapleau, Ont.	
Charlottetown, P.E.I.	J. W. Boulter
Edmonton, Alta.	R. A. Godson
Fort Erie North, Ont.	W. R. Manock
Field, B.C.	W. Murdoch
Fredericton, N.B.	H. Lester Smith
Fort William, Ont.	
Galt, Ont.	
Glace Bay, N.S.	
Guelph, Ont.	
Hamilton, Ont.	D. A. Clarke and W. H. Forster
Halifax, N.S.	T. W. Thompson
Ignace, Ont.	J. Leworthy
Ingersoll, Ont.	A. J. Kennedy
Kenora, Ont.	
Kingston, Ont.	Edgar M. Lockett
Kitchener, Ont.	T. H. Ainlay
Lethbridge, Alta.	H. J. Flock
London, Ont.	Roy Ward
Midland, Ont.	C. B. Hopkins
Moncton, N.B.	M. F. Thompkins
Montreal, Que.—	
Metropolitan	Guy Tombs
Sir George Williams College	D. A. Bates
Central	W. N. Clelland and L. A. Collins
North Branch	W. G. Lambert
Westmount	Dr. Allison Holland
Notre Dame de Grace	R. W. Long
Southwestern Branch	H. W. Ferguson
International Branch	E. B. Harkness
Eastern Community	J. J. Bancroft
Pt. St. Charles	Sam Lindsay
Moose Jaw, Sask.	Edward Evans
New Westminster, B.C.	W. G. Lambert
Niagara Falls, Ont.	Rev. Wm. Fingland
Orillia, Ont.	Stan R. Sarjeant
Ottawa, Ont.	W. M. Connor and A. E. MacRae
Owen Sound, Ont.	
Peterborough, Ont.	J. R. Marshall and J. L. Gillespie
Quebec, Que.	Dr. J. M. Elliott
Regina, Sask.	W. W. Champ and T. K. Wilson
Revelstoke, B.C.	Robert Watson
St. Catharines, Ont.	Ellis H. Jones and John R. Empringham
Saint John, N.B.	D. Gordon Willet
St. Thomas, Ont.	H. Bobier
Sarnia, Ont.	
Saskatoon, Sask.	P. M. McCarrell
Sault Ste. Marie, Ont.	W. R. Werther
Schreiber, Ont.	W. S. Harris
Sherbrooke, Que.	E. R. Richardson
Sioux Lookout, Ont.	C. D. Liddle
Stratford, Ont.	Chas. D. Dingman
Sudbury, Ont.	R. J. Macaulay
Sydney, N.S.	D. J. Bonnell
Toronto, Ont.—	
Metropolitan	L. L. Grabill
Central	F. C. Schofield, H. G. Ratcliffe and Garnet Donaldson
Broadview	F. J. Coombs, W. C. Rean and Geo. E. Edmonds
West End	J. A. Northey and Ernest Hope
Danforth	
St. Clair	J. J. Noad
West Toronto	
New Toronto	J. T. Forrest
Vancouver, B.C.	Ralph S. Plant and E. G. McDougall
Victoria, B.C.	W. F. Pinfold and E. Harrison
White River, Ont.	F. L. Moorey
Windsor, Ont.	J. O. Laird
Winnipeg, Man.	G. L. Wright and F. B. Furgeson
Woodstock, Ont.	R. V. Utting
Yarmouth, N.S.	

MEMBERS "AT-LARGE"—LAYMEN APPOINTED BY THE COUNCIL:

E. G. Baker, Toronto
H. Ballantyne, Toronto
Chas. Bauckham, Toronto
Gerald W. Birks, Montreal
J. M. Booth, Toronto
M. L. Brown, Calgary, Alta.
W. J. Cairns, Montreal
J. M. Carson, Saint John
Dr. J. A. Clark, Charlottetown, P.E.I.
A. A. Crawley, Ottawa, Ont.
R. G. Dingman, Toronto
R. M. Fielding, Halifax, N.S.
H. R. Frost, Toronto
John B. Frosst, Montreal
Howard Galloway, Stratford
W. J. Hastie, Toronto
A. J. Hill, Montreal
George Hodge, Montreal
H. J. Humphrey, Toronto
Russell T. Kelley, Hamilton.
John Lewis, Westmount
W. J. Lind, Toronto
T. H. Miller, Moose Jaw, Sask.
Jos. McCulley, Newmarket.
C. T. McHattie, Vancouver.
Prof. N. A. M. MacKenzie, Toronto
W. B. Preston, Brantford, Ont.
N. Burton Priddle, Kitchener
J. A. Scythes, Toronto
G. E. H. Smith, Edmonton.
Dr. Sidney E. Smith, Winnipeg, Man.
Taylor Statten, Toronto
Dr. Malcolm W. Wallace, Toronto
Prof. J. O. Watts, Kingston.
M. W. Wilson, Montreal

MEMBERS "AT-LARGE"—SECRETARIES APPOINTED BY THE COUNCIL:

T. C. Armour, Kitchener, Ont.
J. T. Barrett, Sudbury, Ont.
J. W. Beaton, Montreal
C. L. Brown, Hamilton, Ont.
E. S. Brown, Windsor, Ont.
L. H. Burgess, St. Catharines.
T. A. Dimock, St. Thomas.
H. Frank Hall, Winnipeg.
L. M. Herbert, Quebec, Que.
E. J. Jenkins, Ottawa, Out.
N. E. Luck, Charlottetown.
W. S. Maguire, New Westminster, B.C.
C. J. McGerrigle, Montreal
F. J. McKellar, Kingston, Ont.
Donald McPhail, Halifax, N.S.
G. S. Patterson, Toronto
J. C. Ready, London, Ont.
R. T. Rose, Edmonton, Alta.
A. L. Smith, New Toronto, Ont.
D. Strain, Toronto
G. A. Watson, Orillia, Ont.
W. A. Wellband, Regina, Sask.
J. E. West, Saskatoon, Sask.
W. H. White, Montreal

STAFF:

Dr. A. J. Brace ..... World Service (half-time)
William R. Cook ..... Young Men's Committee and Field Service.
R. E. G. Davis ..... Personnel Service Committee and Field Services; Institute on Economics and Politics
A. M. Harding ..... Physical Education Committee and Field Services
R. S. Hosking ..... General Secretary
Nelson MeEwen ..... Boys' Work Committee and Field Services
J. Pavey ..... Accountant and Office
E. D. Otter ..... Transportation Committee (half-time)
C. A. Schell ..... Geneva Park Management; Administration and Extension Services

SECRETARIAL ASSISTANTS:

Olive J. Goldthorpe ..... Physical Education, Transportation
Catherine Lund ..... Personnel, Institute on Economics and Politics
Christine L. Monk ..... Boys' Work, Young Men's
Winifred Watkins ..... World Service, Office
Gladys A. Wilson ..... General Secretary, Administration

Finances

NATIONAL COUNCIL BUDGET, 1939
ASSOCIATION SUBSCRIPTIONS TO THE COUNCIL, 1939
WORLD SERVICE OBJECTIVES, 1939

1939 BUDGET

(As adopted by the Council)

THE summarized budget submitted and recommended herewith provides for six Secretaries giving full-time service (one of them devoting half-time to management of the Geneva Park property), two Secretaries serving half-time each in Canada, making an equivalent (including our World Service and Transportation Secretaries), of seven Secretaries. As a result of a study made in 1936, it was reported that the services of eight and one-half Secretaries (including a part-time Secretary for World Service) are needed to serve the Movement effectively. To meet this requirement we would need one additional Secretary, plus half-time of another man.

EXPENDITURES

	Actual 1937	Actual 1938	Proposed 1939
General Secretary's Dept.	$ 2,479.31	$ 2,542.06‡	$ 6,955.00
Association General Secretary's Dept.	6,517.08	6,744.53	.....
Personnel and Training Dept.	5,523.85	5,903.60	6,205.00
Summer Institutes	559.06	740.31	600.00
Transportation Department	4,322.59	3,567.93	3,655.00
Young Men's Dept.	4,851.24	5,424.54	5,355.00
Programme (special) Dept.	475.32*	.....	.....
Physical Education Dept.	3,464.70§	4,586.74	4,630.00
Boys' Work Department	3,216.12§	4,860.68	4,762.00
World Service Dept. Office Expenses (half-time)	740.68	785.73	836.00
Administration Dept.	1,077.45†	2,792.26	3,019.00
General Office	6,737.07	4,948.32	5,273.00
Meetings, Appropriations, Year Book, etc.	4,753.41	4,892.81	4,385.00
	$44,717.88	$47,789.51	$45,675.00

*1 month; †2 months; ‡4 months; §8 months.

INCOME

Local Associations	$36,434.19	$36,782.00	$37,500.00
Unorganized Centres	653.00	439.00	500.00
Endowment Income:			
International Committee	4,629.10	4,113.97	3,293.00
Leonard Estate	250.00	250.00	250.00
Haight Estate	60.00	60.00	60.00
Sales Department	363.55	395.18	460.00
Refunds:			
World Service	810.35	785.73	836.00
R.R. Administration	2,032.45	1,723.88	1,725.00
Miscellaneous	80.14	.....	.....
Special Subscriptions	.....	2,100.00	1,100.00
	$45,312.78	$46,649.76	$45,724.00

SCHEDULE OF SUBSCRIPTIONS TO THE COUNCIL

As Approved by The Council for 1939	Actual 1938	Proposed 1939
Acton	.....	$ 25.00
Allandale	$ 84.00	84.00
Belleville	100.00	120.00
Brandon	.....	60.00
Brantford	300.00	360.00
Calgary	50.00	200.00
Capreol	150.00	150.00
Chapleau	120.00	120.00
Charlottetown	125.00	125.00
Cobalt	25.00	25.00
Edmonton	250.00	250.00
Field	545.00	450.00
Fort Erie North	75.00	75.00
Fort William	.....	60.00
Fredericton	50.00	60.00
Galt	140.00	150.00
Guelph	.....	100.00
Glace Bay	.....	.....
Halifax	800.00	900.00
Hamilton	1,500.00	1,600.00
Ignace	151.00	150.00
Ingersoll	50.00	60.00
Kenora	50.00	50.00
Kingston	120.00	120.00
Kitchener	660.00	720.00
Lethbridge	100.00	120.00
London	1,100.00	1,100.00
Midland	100.00	120.00
Moncton	25.00	60.00
Montreal	10,000.00	10,000.00
Moose Jaw	.....	60.00
Niagara Falls	25.00	60.00
New Toronto	50.00	75.00
New Westminster	100.00	120.00
Orillia	125.00	144.00
Ottawa	1,400.00	1,800.00
Owen Sound	50.00	50.00
Peterborough	350.00	360.00
Quebec-Association	50.00	72.00
Quebec-Individuals	250.00	250.00
Regina	450.00	300.00
Revelstoke	72.00	72.00
St. Catharines	400.00	420.00
Saint John	700.00	720.00
St. Thomas	200.00	200.00
Sarnia	60.00	60.00
Saskatoon	25.00	100.00
Sault St. Marie	.....	60.00
Schreiber	250.00	250.00
Sherbrooke	150.00	150.00
Sioux Lookout	300.00	300.00
Sudbury	100.00	120.00
Stratford	175.00	175.00
Toronto	12,000.00	12,000.00
Vancouver	1,200.00	1,200.00
Victoria	200.00	200.00
White River	120.00	120.00
Windsor	500.00	600.00
Winnipeg	700.00	800.00
Woodstock	60.00	72.00
Yarmouth	50.00	60.00
Totals	$36,782.00	$38,384.00

WORLD SERVICE OBJECTIVES SUGGESTED FOR 1939

(As Approved by The Council)

Association	Objective 1938	Final Receipts 1938	Suggested Objective 1939
Allandale	$ 50.00	$ 50.00	$ 50.00
Belleville	50.00	50.00	50.00
Brandon	75.00	5.00	75.00
Brantford	400.00	347.00	400.00
Calgary	100.00	100.00	100.00
Capreol	75.00	29.00	50.00
Chapleau	15.00	15.00	15.00
Charlottetown	150.00	150.00	150.00
Cobalt	15.00	.....	15.00
Edmonton	100.00	50.00	100.00
Field	75.00	75.00	75.00
Fort Erie North	55.00	20.00	50.00
Fort William	25.00	.....	25.00
Fredericton	50.00	.....	50.00
Galt	250.00	302.69	300.00
Glace Bay	25.00	.....	25.00
Guelph	250.00	200.00	250.00
Halifax	1,000.00	800.00	1,000.00
Hamilton	1,200.00	1,100.81	1,200.00
Ignace	15.00	.....	15.00
Ingersoll	25.00	6.25	25.00
Kenora	25.00	.....	25.00
Kingston	75.00	41.00	75.00
Kitchener	400.00	300.00	820.00
Lethbridge	35.00	35.00	50.00
London	1,000.00	1,016.00	1,000.00
Midland	50.00	61.28	75.00
Moncton	250.00	225.00	250.00
Moose Jaw	60.00	60.00	60.00
Montreal—	(14,000.00)	(13,804.01)	(14,500.00)
Metropolitan	9,805.00	9,853.32	
Central	1,575.00	1,575.00	
Westmount	1,125.00	1,009.46	
North	270.00	270.00	Branch
Notre Dame de Grace	375.00	385.36	responsi-
International	215.00	215.00	bility
Southwestern	100.00	105.00	to be
Eastern Community	50.00	51.00	adjusted
Point St. Charles	50.00	50.50	later.
Camp Kanawana	60.00	75.71	
Sir George Williams College	250.00	143.91	
Camp Otoreke	25.00	1.00	
Lachine	100.00	68.75	
New Glasgow	.....	100.00	100.00
New Westminster	25.00	.....	25.00
Niagara Falls	25.00	25.00	100.00
Orillia	50.00	50.00	50.00
Ottawa	2,250.00	1,393.00	2,250.00
Owen Sound	25.00	.....	25.00
Peterborough	150.00	128.00	150.00
Quebec	150.00	205.00	250.00
Regina	100.00	150.00	150.00
Revelstoke	15.00	10.00	15.00
St. Catharines	500.00	500.00	500.00
Saint John	400.00	400.00	400.00
St. Thomas	150.00	135.00	150.00
Sarnia	25.00	20.00	25.00
Saskatoon	75.00	.....	75.00
Sault Ste. Marie	15.00	5.00	15.00
Schreiber	35.00	.....	35.00

Association	Objective 1938	Final Receipts 1938	Suggested Objective 1939
Sherbrooke	$ 300.00	$ 204.50	$ 300.00
Sioux Lookout	50.00	50.00	50.00
Stratford	120.00	100.00	120.00
Sudbury	25.00	.....	50.00
Sydney	300.00	341.00	350.00
Toronto—	(11,250.00)	(10,719.50)	(11,000.00)
Metropolitan	5,795.00	5,635.00	
Central	2,000.00	2,000.00	Branch
Broadview	950.00	710.00	responsi-
West End	2,000.00	2,027.00	bility
Saint Clair	100.00	100.00	to be
Danforth	50.00	34.00	adjusted
West Toronto	300.00	138.50	later.
Mimico	55.00	75.00	
Vancouver	800.00	800.00	800.00
Victoria	125.00	125.00	125.00
White River	25.00	15.00	25.00
Windsor	200.00	300.00	300.00
Winnipeg	1,900.00	1,780.00	1,800.00
Woodstock	100.00	80.00	100.00
Yarmouth	15.00	.....	15.00
Specials—Miscellaneous	880.00	428.69	525.00
	$40,010.00	$36,907.73	$40,750.00

Youth Employment

THE Secretary of our Young Men's Committee assisted in drafting the following proposals, presented by the Canadian Welfare Council with other proposals regarding youth employment, to a Committee of the Dominion Cabinet under the Chairmanship of the Minister of Labour. They were presented to our National Council by our Young Men's Committee and referred back to them for further study and action. (See pages 6 and 8.)

VOLUNTARY WORK CENTRES

We recommend that "work centres" be established in an outdoor environment primarily for non-residents and migrants between the ages of 18 and 30, *supplementary to Dominion-Provincial Youth Training plans, farm placement or apprenticeship plans and other placement projects;*

That these centres be under civilian administration with supervisors of training and capacity specially suited to this kind of service;

That the purposes of these centres be:

1. To provide food and shelter—material aid—under sanitary and congenial conditions.
2. To carry out useful work projects of community value.
3. To maintain and improve morale and physical fitness.
4. To provide vocational guidance and occupational training for special groups.
5. In general, to prepare the participants for normal employment and responsible citizenship.

That admission to these centres be on a voluntary and, as far as possible, selective basis;

That the centres be conducted with a view to preventing men from becoming "institutionalized" or losing contact with normal community life; and, therefore, it is suggested that in general the maximum period for continuous participation be six months with re-enrolment only after an absence of three months;

That participants be paid on a basis which will provide for incidental personal expenses and that sufficient be withheld for weekly maintenance payment for three months following completion of the period;

And further that a small bonus be paid upon the completion of the six months' period, pro-rated when the participant leaves earlier for approved and bona fide employment;

That the work projects undertaken should be of a non-commercial character, such as: reforestation, water and soil conservation, and the development of tourist and recreational facilities;

That definite provision be made for the development of creative recreational activities and physical fitness under competent leadership;

That these centres be kept in close contact with the Employment Services of Canada for placement purposes;

That there be a large number of such centres widely distributed rather than a few of large size, since experience seems to indicate that centres of approximately 100 participants are most effective;

That high standards of achievement both in regard to quality and quantity of work be maintained from the beginning;

That public interest and attention be directed toward the achievements of the workers.

It is also recommended that Advisory Councils or Committees be established to include representatives of social service agencies, religious bodies, trade unions and agricultural groups, commercial and industrial organizations, youth organizations and educational authorities, for the purpose of counsel and co-operation in the promotion and carrying out of such work centres, and of other youth employment projects.

Coming Events

International Hi-Y Conference, Winnipeg, Man., April 7th, 8th and 9th.

Ontario Leaders Corps Conference, Toronto, April 15th and 16th.

Western Leaders Corps Conference, Winnipeg, Man., May 13th and 14th.

Eastern Ontario and Quebec Young Men's Council, Quebec City, Que., Spring, 1939.

Forty-seventh Conference of the Association of Secretaries, Toronto, Ont., May 29th to June 3rd.

Fourth Canadian Youth Congress, Winnipeg, Man., June 30th to July 2nd.

World Conference of Christian Youth, Amsterdam, Holland, July 24th to August 2nd.

Second World Assembly Y.M.C.A. Young Men, Amsterdam, Holland, August 3rd and 4th.

Canadian Institute on Economics and Politics, Geneva Park, Lake Couchiching, Ont., in August.

A Policy on Service with Young Men

(See page 5)

EVERY Association attempting service with young men should be guided in its programme of activities by a definitely formulated policy—

(a) This policy should provide for an organized programme council or cabinet of responsible young men representing the interests and activities of young men and having adequate representation on the Board of Directors or Committee of Management.

(b) This programme council should be held responsible for developing general policies covering:

(1) The purposes and aims of the Association in its service with young men.

(2) The constituency to be served, considering both Association members and the unmet needs of young people in the community.

(3) The specific interests, needs and problems of young men to be recognized as basic to programme.

(4) The activities most likely to be helpful in meeting the interests and needs and solving the problems;

the processes to be employed (i.e., personal counselling, group and club activities and general projects); and the leadership required, its type, enlistment, training and recognition.

(5) A membership basis appropriate to the purposes, the constituency and the programme of activities, taking into account young men who may be interested in the purposes of the Association though not in the purchase of building privileges.

(6) The most effective form of organization and administration.

(7) Periodic review, criticism and evaluation.

(c) This policy should provide for the definite assignment of competent staff, either full-time or part-time, to the service of this young men's programme council.

A Decalogue for Boys' Work

(See page 6)

GOOD practice in Y.M.C.A. Boys' Work in Canada provides for:

1. A committee on Boys' Work, active in policy making, leadership enlistment, programme appraisal, and a definite acceptance of financial responsibility. This committee should number at least three per cent of the total boy participation.

2. An adequate group work policy which recognizes the natural or friendship grouping as the best basis, further recognizes the principle of democratic programme building, and sees to it that programme never becomes other than boy-centred.

3. A sufficiency of mature leaders, who receive training either in a class or fellowship group, as well as in experience in doing the job.

4. A secretary responsible for boys' work who meets the personnel standards of the National Council.

5. A relationship that maintains the efficiency of specialization in working with an age group while promoting unity in the whole Association organization.

6. Social education and religious education as an integral part of the programme, recognized not only in theory but also expressed in specific activities—remembering always our Christian purposes.

7. That the Association be actively identified with other agencies doing boys' work, and with other groups whose work affects boy life.

8. That there be at least one Hi-Y club in each high school of the Association's community.

9. That the Association have a policy thoughtfully considered and clearly stated on camping and summer programmes.

10. That the Association continuously evaluate its boys' work.

Introduction to a Book of Letters Presented on His Retirement to HARRY BALLANTYNE

During thirty-eight years of devoted service and distinguished leadership, both in local Young Men's Christian Associations, and as General Secretary of the National Council, you have given yourself fully and effectively to the work of our movement, and have won the respect and goodwill of thousands of men and boys in all parts of Canada. We have known you, not only as a tireless worker and beloved leader, but also as a comrade and as a Christian brother, and we feel that these relationships will not be changed as you become one of those who with continuing interest render their consecrated service voluntarily. We shall always treasure our friendship; we shall still be inspired by your devotion to Him we all call Master. . . . Here are messages from a few who are representative of the great host of your friends to tell you of the esteem and affection in which we hold you.

DEMOCRACY AND THE CURRICULUM—D. Appleton-Century Company, 536 pages. This is a symposium (the third Year Book of the John Dewey Society) bearing such names as Harold Rugg, George S. Counts and William H. Kilpatrick, directed to teachers, youth and their parents. It is a study of how education can help solve our great problem: "to bring forth on this continent—in some form of co-operative commonwealth—the civilization of economic abundance, democratic behavior, and integrity of expression which is now potentially available."

A PROFESSIONAL OUTLOOK ON GROUP EDUCATION—Dimock, Hendry and Zerfoss; Association Press, 48 pages, 35 cents. Just what the title says—two parts: Informal Education in the Current Social Setting, and Professional Training in Informal Education.

SOME FRONTIERS IN CAMPING—Dimock, Hendry and Sorenson; Association Press, 42 pages, 85 cents. This is Issue VI of the series Character Education in the Summer Camp, the report of a Camp Seminar held at George Williams College, 1938. Three chapter headings should intrigue the contemporary human engineer. They are: Developing an Adequate Programme for the Older Camper, Achieving Democratic Administration and Supervision in Camp, and, Community Planning for Camping.